



COUNTY OF LOS ANGELES DEPARTMENT OF HUMAN RESOURCES

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MICHAEL J. HENRY
DIRECTOR OF PERSONNEL

November 3, 2006

To: Each Supervisor

From: Michael J. Henry
Director of Personnel *Mike*

Subject: **HUMAN RESOURCES STATUS REPORT ON KING/DREW MEDICAL CENTER (KDMC)**

This status report reflects information as of November 2, 2006. Please keep in mind that this information changes daily; therefore, the information in this report is a snapshot in time.

DISCIPLINE

Overall, since January 2004, 502 disciplinary actions have been taken against KDMC employees. Of this number, 254 actions have been discharges or resignations. A total of 58 disciplinary actions have been taken against physicians and 41 physicians have been discharged or have resigned.

Since our last report, two cases have been closed and no additional cases have been opened. As a result, KDMC's open caseload is currently 29 (detailed summary information is contained in Attachments I and II).

RECRUITMENTS

Twenty-one new hires are scheduled to start on Monday, November 6, 2006. The new hires include: four Staff Nurses (two for Psychiatric Emergency Services, one for Pediatrics and one for Medical/Surgical); one Relief Nurse for the Intensive Care Unit; one Interim Permittee for Medical/Surgical; three LVN I's for Psychiatric Emergency Services; and twelve Nursing Attendant I's (two for the Nursing Staffing Office, two for the Nursing Relief Pool, three for Psychiatry, two for the Intensive Care Unit, two for Medical/Surgical and one for the Oasis HIV clinic).

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In addition, two employees are being promoted effective Monday, November 6, 2006. The employees include an Interim Permittee who is being promoted to Staff Nurse in the Emergency Room and a Student Worker, Nursing who is being promoted to Senior Student Worker, Nursing in the Neonatal Intensive Care Unit.

If you have any questions, please call me.

MJH:STS
SBH:ck

Attachments

c: David E. Janssen
Bruce Chernof, M.D.
Ray Fortner
Sachi Hamai
John R. Cochran III
Antionette Smith Epps

H:KDMC Human Resources Status Report FINAL 110306

**KDMC HUMAN RESOURCES/PERFORMANCE MANAGEMENT
ADMINISTRATIVE ACTIONS STATUS REPORT - TABLE**

Period: 01/26/04 - 11/02/06

Dated: 11/2/2006

Closed Cases -	932
Open Cases -	29
Referred Cases -	13
Grand Total =	974

TYPE OF ADMINISTRATIVE ACTION	Medical Staff ¹	Ancillary ² Medical Staff	Nursing Staff ³	Pharmacy Staff	All Other Staff	TOTALS
<u>Formal discipline:</u>						
Discharges	10	6	32	0	35	83
Discharges of Probationers	0	7	8	1	13	29
Suspensions (6 - 30 Days)	4	12	51	6	39	112
Suspensions (1 - 5 Days)	11	10	24	2	23	70
Reprimands	7	5	25	2	15	54
Warnings	1	2	1	3	5	12
Resignations in Lieu of Administrative Action	20	9	31	6	11	77
Release of Temporary Employee	15	1	39	0	9	64
Medical Release	0	0	0	0	1	1
Subtotal	68	52	211	20	151	502

TYPE OF ADMINISTRATIVE ACTION	Medical Staff ¹	Ancillary ² Medical Staff	Nursing Staff ³	Pharmacy Staff	All Other Staff	TOTALS
Non-Disciplinary ⁴ Corrective Actions	25	12	41	43	34	155
Total Actions Taken	93	64	252	63	185	657

¹ Includes: Physician series; Physician's Assistant; and Nurse Practitioners

² Includes: Surgical Technicians; Medical Technologists; etc.

³ Includes: Nurse series; Licensed Vocational Nurse; Nursing Attendant

⁴ Includes: Counseling; Effective Notices to Correct Performance; Reassignments; etc.

**KDMC HUMAN RESOURCES/PERFORMANCE MANAGEMENT
ADMINISTRATIVE ACTIONS STATUS REPORT - MEDICAL STAFF**

Period: 01/26/04 - 11/02/06

Dated: 11/2/2006

TYPE OF ADMINISTRATIVE ACTION	Physician	Physician's Assistant	Nurse Practitioner	TOTALS
<u>Formal discipline:</u>				
Discharges	8	2	0	10
Discharges of Probationers	0	0	0	0
Suspensions (6 - 30 Days)	3	1	0	4
Suspensions (1 - 5 Days)	8	3	0	11
Reprimands	5	2	0	7
Warnings	1	0	0	1
Resignations in Lieu of Administrative Action	18	1	1	20
Release of Temporary Employee	15	0	0	15
Medical Release	0	0	0	0
Subtotal	58	9	1	68

TYPE OF ADMINISTRATIVE ACTION	Physician	Physician's Assistant	Nurse Practitioner	TOTALS
Non-Disciplinary Corrective Actions	23	1	1	25
Total Actions Taken	81	10	2	93